



NATIONAL LABOR RELATIONS BOARD

WASHINGTON, D.C. 20570

FOR IMMEDIATE RELEASE
Friday, May 10, 1996

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NLRB CHAIRMAN GOULD'S POSITION ON TEAM ACT

National Labor Relations Board Chairman William B. Gould IV's position on the TEAM Act is reflected in the attached letter of May 9, 1996 to Senator Feinstein of California.

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NATIONAL LABOR RELATIONS BOARD
1099 14TH STREET, N.W.
WASHINGTON, D.C. 20570-0001

May 9, 1996

William B. Gould IV
Chairman
Honorable Dianne Feinstein
United States Senate
SH-331 Hart Senate Office Building
Washington, DC 20510-0504

Dear Senator Feinstein:

In response to your inquiry regarding my views on the TEAM Act, I would like to say the following:

1. I oppose the TEAM Act.
2. Under the National Labor Relations Act as written nothing stops employees, unions and employers from talking about anything they want -- all that is prohibited is that employers not dominate or assist organizations which discuss employment conditions;
3. Our Board has promoted employee participation with the decisions which are enclosed,
4. The TEAM Act overreaches because it would deny workers the democratic assumption of American society which ought to apply in the workplace;
5. I believe the statute should be amended, not along the TEAM Act lines, but to:
(a) allow employers to sponsor and financially assist employee organizations in non-union establishments without any limitation, (b) to continue to discuss whatever they want without any limitation; (c) to determine their own representatives, agenda, structure, etc. democratically. The TEAM Act does not do this.

I believe that my proposals would simplify our law, allow lay people whether they be small business people, average employees or union officials to understand the law without the need for high-priced counsel. My reforms would promote genuine democratic employee participation.

With kind regards,

Sincerely yours,

A handwritten signature in black ink, appearing to read "William B. Gould IV", written over a horizontal line.

William B. Gould IV
Chairman